

A safe and disciplined learning environment is essential to maximize student achievement and to ensure that students reach their full potential. The Kannapolis City Board of Education believes that a school uniform dress code is a positive and cost-effective way to create a more unified, positive, and safe school climate focused more strongly on the learning process. Research has demonstrated that school uniforms increase school safety by minimizing disruptive behavior, decreasing violence, helping prevent gang activity, instilling and improving discipline, and helping maintain the focus on learning. It is expected that a school uniform dress code will promote respect for teachers, build school spirit, decrease unhealthy competition involving fashion trends and dress, ease the strain on parental clothing budgets, and allow for easy identification of intruders on campus.

6050.1 Student and Parent Notification

It is the responsibility of the school principal to communicate the information contained in this policy so that students and parents are able to comply with the school uniform dress code requirements.

6050.2 School Uniform Dress Code

A. Shirts and Blouses – K-12

- a. Shirts and blouses must be collared. Pullover shirts, known as golf or polo shirts, turtlenecks, and button-down shirts, or "oxford" shirts, are acceptable. Shirts may be long or short sleeved.
- b. The colors:
 - a. For grades K-5 - any solid color
 - b. In grades 6-12 – Students must wear collared golf, polo, or oxford shirts of one solid color of white, gray, blue, green, or black
- c. Shirts and blouses with more than one color will not be permitted.
- d. Shirts and blouses may bear a thumb size or smaller brand logo; school logo shirts may be worn, or shirts with the "Kannapolis K" may be worn.
- e. Shirts and blouses are to be tucked in neatly at all times.
- f. All shirts worn must cover the chest area and be buttoned as such.
- g. Undergarments are not to be worn as outer garments.

B. Bottom Wear

- a. Students may wear shorts, cargo shorts, pants, capri pants, skirts, or jumpers. (Yoga, Leggings, Jeggings, or other form fitting attire are not considered pants for the purpose of this policy).
- b. The colors permitted for bottom wear at each school and grade level shall be navy, black, or khaki. Bottom wear with more than one color will not be permitted. Schools may use any of these color choices in their school-level Student Code of Conduct.
- c. Bottom wear shall be made of a twill-like material, corduroy, or dress slacks.

- d. Jeans and baggy pants are not permitted. Pants with holes or chains, spandex, or sweatpants are unacceptable.
 - e. All bottom wear must be worn at waist-level. In grades 6-12, a belt should be worn with bottom wear that has belt loops. In grades K-5, belts will be encouraged as appropriate.
 - f. The length of shorts shall comply with the fingertip rule for grades Kindergarten through twelve. Students shall not roll up one or both legs of shorts or pants.
 - g. Tights or other form fitting attire may be worn under approved bottom wear.
 - h. Skirts or dresses shall be knee length or longer.
- C. Sweaters, Sweatshirts, and Undershirts
- a. Sweaters, sweatshirts, and visible undershirts must be the color(s) designated for each school and/or grade level. White undershirts are permissible.
 - b. Sweaters and sweatshirts may not bear any emblems, insignias, logos, or slogans, other than that of the student's individual school, a small thumb-sized brand logo, or the "Kannapolis K".
 - c. Sweaters and sweatshirts must be waist-banded and worn at the waist.
 - d. Any type shirt may be worn as under shirts as long as the polo/oxford shirt is worn as the outer shirt and is one of the solid colors above for that grade span or gray, black, or white. (The undershirt may not have a hood on it.)
- D. Jackets/Hoodies
- a. Hoodies may not be worn as the outer or under shirt. Anything with a hood is considered a hoodie.
 - b. Jackets must be appropriately sized and may not be baggy or oversized.
 - c. Anything with a hood may be worn to school. The hooded jacket must be taken off after entering the building prior to the start of school. At no time shall the hood of the jacket be worn on the head while on the bus or in a school building. Rules for wearing hooded jackets out to recess or other outside events will be handled at the school level.
- E. Shoes
- a. Students are not allowed to wear any form of shoe that rolls or has a rolling mechanism.
 - b. Bedroom shoes, flip-flops and sandals are prohibited.
 - c. Shoes must be tied or properly fastened at all times.
 - d. K-8 shoes may not have open toes or open heels.
 - e. 9-12 only dress shoes with heels may be of the open toe or open heel variety.

F. Headwear

- a. Headwear may not be worn on campus. This includes, but is not limited to, bandanas, rags, headbands, scarves, hats, and combs. This section does not apply to weather-related headgear. Weather related headgear may not be worn inside. Hair rollers with or without scarves are also not to be worn.

G. Jewelry

- a. Students should refrain from wearing large rings and/or expensive jewelry. No dental grills (jewelry worn as "fronts" on teeth) are allowed. Pierced earrings may be worn in the ears only. No other body piercings jewelry may be worn.

H. Athletic and Club Clothing

- a. Clubs and teams may not sell or give as prizes attire that does not meet the dress code, but is expected to be worn at school. If attire is sold or won that does not meet the dress code, such attire may NOT be worn at school.
- b. Policy H. should at no time be in conflict with any ROTC program requirements or other program that requires formal dress.

I. Exceptions to the Dress Code

1. Spirit Days
 - a. Principals may allow spirit days. However, hoodies at no time will be allowed for spirit days.
2. Exceptions to the dress code: May be approved by the principal on special days
 - a. Dresses or skirts should be knee length or longer.
 - b. Shoulders should be covered completely if not by the top of the dress, then by a sweater that is worn at all times.
 - c. The chest area, back and midriff (torso) must be completely covered.
 - d. Ties and bow ties may be worn.

6050.3 Discipline

Compliance with policy is mandatory. Generally, each school should achieve full compliance with this policy through the use of positive reinforcement and incentive measures.

Students transferring in from other school districts will have a 30-day grace period before compliance becomes mandatory.

A student in violation of the school uniform dress code may be subject to various measures. For initial or minor violations, simply notifying the student and parent of the violation and immediately correcting the problem should be sufficient. For repeated or patently offensive violations that demonstrate a conscious decision not to adhere to the school uniform dress code

requirements, the student may be subject to more severe discipline, up to and including in-school or out-of-school suspension.

School administration shall employ a "progressive discipline" approach, with notification to the parents, so as to encourage full compliance with not more discipline than is reasonably necessary.

6050.4 Special Considerations

A. Religious Exemptions

This policy is not intended to substantially interfere with a student's bona fide religious beliefs. If a student wishes to seek an exemption to this policy based on religious belief, the student's parent or guardian should submit a written statement to the school principal explaining the religious belief and how it is adversely affected by complying with the school uniform dress code. The written statement may include examples of circumstances in which the sincerity of the religious belief has been demonstrated.

If the school principal believes a religious exemption is appropriate based on the written statement, the principal may grant the exemption. If the principal has reason to believe that the student does not qualify for this exemption, the principal shall notify the superintendent who may authorize the exemption. If the superintendent believes the student might not qualify for the religious exemption, the superintendent shall seek the advice of the attorney for the Board of Education. After consideration of the Board attorney's advice, the superintendent shall decide whether to allow the exemption.

The superintendent's decision to deny an exemption based on religious beliefs shall be subject to review by the Board of Education. During this review process, the student requesting an exemption will be permitted to remain in school and not be required to comply with the school uniform dress code.

B. Exercise of Free Speech

A student wearing a non-disruptive button, armband or other accoutrement which constitutes a protect expression of free speech will not be in violation of this policy. The student may not wear such insignia as to circumvent the intentions of this policy. Administrators may regulate the size of style of such insignias to reduce disruption, but not to interfere with students' established legal rights.

C. Financial Hardships

Upon written request to the principal, the Kannapolis City Schools may assist compliance by families suffering financial hardships. Assistance will be given to those families that have financial difficulties in adhering to this policy.

D. Special Events

The school principal may designate particular school days or events during which uniforms do not have to be worn.

E. Special Uniforms

The school principal may allow students to wear athletic uniforms or jerseys that are related to school activities.

F. Interpretation of Policy

The school principal or designee shall have authority to make all reasonable decisions and interpretations regarding the implementation of this school uniform dress code. If a student, parent or guardian has questions about whether a particular item of clothing satisfies the school uniform dress code, the student, parent or guardian is encouraged to ask the school principal or designee.

G. Staff and Community Involvement

The Board of Education believes that a school uniform dress code policy is most effective when it is developed and accepted by the majority of staff and parents. The school principal shall seek input from school staff and parents in connection with the school uniform dress code policy. The school principals may bring recommendations to the Board of Education from time to time if the school principals feel that changes or adjustments to the policy are desirable.

H. Additional Rules by School Principal

School principals shall have the authority to make rules and regulations that are not inconsistent with this policy.

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